

# **WLRN TV, WLRN FM, WKWM FM**

## **EEO Public File Report**

### **October 1, 2019**

This EEO Public File Report is filed in Stations WLRN-TV's, WLRN-FM's, and WKWM-FM's Public Inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Since October 2018, station WLRN-TV has filled five (5) full-time vacancies – the positions of Television Production Manager, Television Traffic Coordinator I, TV Field Technician II, TV Field Technician I, and Lead Custodian. The positions were advertised on WLRN's website [wlrn.org](http://wlrn.org); through internal station postings; advertised through licensee Miami-Dade County Public School's (M-DCPS) website [www.dadeschools.net](http://www.dadeschools.net); and through M-DCPS' twitter account.

A diverse pool of applicants applied for these positions. There were two finalists for the Television Production Manager position with a Black male being hired. There were four finalists for the Television Traffic Coordinator I position with a Black female being hired. There were two finalists for the TV Field Technician II position with a White Hispanic male being hired. There were two finalists for the TV Field Technician I position with a White Hispanic male being hired. There were three finalists for the Lead Custodian position with a White Hispanic female being hired. There were no full-time vacancies for WLRN-FM during the reporting period.

Management level personnel of M-DCPS, including managers at WLRN-FM and WLRN-TV, are given opportunities in training methods of ensuring Equal Employment Opportunity and preventing discrimination.

#### **During the term:**

All WLRN employees received training on how to identify forms of harassment in the workplace, and how to report suspected harassment through a webinar provided by the Corporation for Public Broadcasting.

During the Term, WLRN participated in the following supplemental recruitment initiatives:

On March 14, 2019, WLRN hosted Career Day at WLRN in partnership with Broward Social Network for economically challenged middle school students. Approximately 30 students participated in a panel discussion on careers at WLRN followed by a tour. The students heard from various WLRN employees on their careers in their respective fields, what led them on that career path, what did you study or train in, and what kind of roles/jobs are there in industry that youth may be interested in knowing about.

9:30am – 9:45am – Welcome & Introductions

- John Labonia

9:45am – 10:15am – Radio

- Jason Zabka
  - Peter Maerz
- 10:15am – 10:45am – Television
- Adrienne Kennedy
  - Jameson March
  - Mia Laurenzo
  - Michael Anderson
- 10:45am – 11:15am – News
- Tom Hudson
  - Journalists TBD based on availability
- 11:15am – 11:30am - Friends of WLRN
- Sheila Reinken
  - Brendan Glynn
  - Giselle Reid
- 11:30am – 12:30pm – Lunch
- 12:30pm – 1:30pm – Station Tour

WLRN Morning News Anchor was guest speaker at University of Miami's School of Communication class on broadcast journalism; speaker at Broward College Journalism Bootcamp.

WLRN Sundial Producer presentation at Hofstra University class about work in public media; produced live Sundial Program at Florida International University.

WLRN Education reporter gave presentations on how to cover trauma at Florida Scholastic Press Association Broward Chapter conference at Nova Southeastern University; spoke about Parkland coverage to communications class at St. Thomas University; and to student journalists about public radio reporting at Marjory Stoneman Douglas High School.

## **Internship Programs:**

### **WLRN HIGH SCHOOL INTERNSHIP PROGRAM**

The WLRN High School Internship Program provides students the opportunity to experience real-life professional roles in an award-winning media enterprise. Five (5) professional positions were created to include; Television Production Assistant, TV Promotions Assistant, Graphic Design Assistant, Newscast Reporter/Producer and Public Affairs Production Assistant. Students were vetted for these specific internship positions and were required to deliver their resume and attend a “job” interview with their assigned WLRN internship supervisor. Nine interns successfully qualified and completed a full year with credits.

### **WLRN COLLEGE INTERNSHIP PROGRAM**

This yearly program, for local university and college students offers opportunities for paid and academic credit internships in journalism and digital media. The goal of the program is to provide students with an opportunity to learn and develop practical skills through real work experience. Staff members who oversee interns often maintain relationships with them for

future part-time or full-time opportunities at WLRN or openings at other broadcast stations in the area.

**Fall 2018 Radio Intern**

Andrew Quintana, Florida State University

**Spring 2019 Radio Interns**

Sherrilyn Cabrera, Florida International University

Jamie Doolittle, Florida Atlantic University

Terrisa Mark, University of Miami

**Summer 2019 Radio Interns**

Gerard Albert III, Florida International University

Aaron Sanchez-Guerra, North Carolina State University

Sophia Cai, Princeton

**Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions:**

WLRN News Director met with dozens of students and professionals at South Florida Black Journalists Association Media Career Fair. He provided information about WLRN and careers in radio, television, and public media.

WLRN News Director met with dozens of professionals at the career fair associated with the National Association of Hispanic Journalists Annual Conference in San Antonio.

WLRN News Director met with dozens of professionals at the career fair associated with the National Association of Black Journalists Annual Conference in Miami.

**Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:**

WLRN Digital Director conducted a presentation for students at the Gulliver Prep School Journalism program about Ethics, Local News and the future of journalism; keynote speaker at Broward Youth Climate Summit.

WLRN News Director attended National Association of Hispanic Journalists Conference and Career Fair and National Association of Black Journalists Convention and Career Fair.

WLRN News Director led station tour of 7th graders from José Martí MAST 6-12 Academy.